

Comparisons of Job Characteristics

Focus Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)

Associated Occupation: Industrial-Organizational Psychologists (19-3032)

Compare Knowledge

Compare Skills

Compare Abilities

Compare Detailed Work Activities

Compare Tools and Technologies

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 79

Focus Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)

Associated Occupation: Industrial-Organizational Psychologists (19-3032)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Personnel and Human Resources	5.6	23.1	19.1	<<	Extensive education and/or training may be required
Psychology	6.4	21.5	5.4	<<	Extensive education and/or training may be required
Education and Training	9.2	19.6	6.3	<<	Extensive education and/or training may be required
English Language	11.2	18.4	15.4	<	Expanded education and/or training may be required
Mathematics	9.2	16.9	12.4	<<	Extensive education and/or training may be required
Sociology and Anthropology	4.1	12.9	3.2	<<	Extensive education and/or training may be required
Administration and Management	8.4	11.6	12.2	0	Current knowledge level may be sufficient
Law and Government	5.9	10.6	9.4	<	Expanded education and/or training may be required
Communications and Media	5.3	10.5	5.5	<<	Extensive education and/or training may be required
Therapy and Counseling	3.8	9.5	1.8	<<	Extensive education and/or training may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 93

Focus Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)

Associated Occupation: Industrial-Organizational Psychologists (19-3032)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Critical Thinking	10.8	14.8	13.8	0	Current skill level may be sufficient
Writing	9.2	14.6	11.2	<<	Extensive development of skills in this area may be required
Judgment and Decision Making	9.4	14.1	10.8	<<	Extensive development of skills in this area may be required
Social Perceptiveness	9.1	13.6	10.8	<	A higher skill level may be required
Systems Evaluation	6.4	13.3	9.5	<<	Extensive development of skills in this area may be required
Complex Problem Solving	9.1	13.2	10.5	<	A higher skill level may be required
Management of Personnel Resources	6.9	12.4	8.3	<<	Extensive development of skills in this area may be required
Systems Analysis	6.5	12.3	11.0	<	A higher skill level may be required
Mathematics	6.2	12.0	9.5	<	A higher skill level may be required
Science	4.5	12.0	7.2	<<	Extensive development of skills in this area may be required
Learning Strategies	7.2	11.8	9.1	<<	Extensive development of skills in this area may be required
Programming	2.2	9.4	4.0	<<	Extensive development of skills in this area may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 98			
Focus Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072) Associated Occupation: Industrial-Organizational Psychologists (19-3032)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Expression	12.4	15.7	13.0	<	Some improvement in abilities may be required
Oral Comprehension	12.5	15.4	13.3	<	Some improvement in abilities may be required
Written Comprehension	11.0	15.4	13.0	<	Some improvement in abilities may be required
Written Expression	9.8	15.4	11.5	<<	Extensive improvement in abilities may be required
Deductive Reasoning	10.6	14.4	12.6	<	Some improvement in abilities may be required
Inductive Reasoning	10.2	13.2	11.0	<	Some improvement in abilities may be required
Speech Clarity	10.2	13.0	11.1	<	Some improvement in abilities may be required
Information Ordering	9.9	12.3	10.7	<	Some improvement in abilities may be required
Fluency of Ideas	7.6	11.9	9.1	<<	Extensive improvement in abilities may be required
Originality	7.6	11.9	8.7	<<	Extensive improvement in abilities may be required
Category Flexibility	9.0	11.6	10.6	0	Current ability level may be sufficient

Mathematical Reasoning	6.3	11.6	9.7	<	Some improvement in abilities may be required
Number Facility	6.3	10.1	9.7	0	Current ability level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 89

Focus Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)
Associated Occupation: Industrial-Organizational Psychologists (19-3032)

Work Activities	Exclusivity of Activity
Advise governmental or industrial personnel	28
Advise management or labor union officials on labor relation issues	89
Analyze data to identify personnel problems	89
Analyze scientific research data or investigative findings	27
Categorize occupational, educational, or employment information	92
Communicate technical information	4
Develop course or training objectives	42
Develop job evaluation programs	95
Evaluate personnel benefits policies	92
Improve methods for worker selection or promotion	99
Make presentations	13
Obtain information from individuals	24
Prepare reports	8
Understand government labor or employment regulations	87
Use interpersonal communication techniques	10
Use interviewing procedures	23
Use knowledge of employee classification system	92
Use public speaking techniques	13
Write employee orientation or training materials	80

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 87

Focus Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)
Associated Occupation: Industrial-Organizational Psychologists (19-3032)

Tools and Technologies	Exclusivity
Business function specific software	1
Computers	1

Content authoring and editing software	1
Content management software	6
Data management and query software	1
Finance accounting and enterprise resource planning ERP software	2
Information exchange software	1
Media storage devices	21
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.